BEFORE THE MONTANA DEPARTMENT OF LABOR AND INDUSTRY

Having received notice of settlement and agreement regarding affirmative relief, this contested case is dismissed.

To the extent that there are any extant protective orders and/or sealed documents and evidence, the hearing officer maintains all such matters as protected in accord with the orders until such time as a tribunal with jurisdiction shall vacate or modify the orders.

DATED: August 16, 2012

Terry Spear / Pearing Officer

Hearings Bureau

Montana Department of Labor and Industry

CERTIFICATE OF MAILING

The undersigned hereby certifies that true and correct copies of the foregoing document were, this day, served upon the parties or their attorneys of record by depositing them in the U.S. Mail, postage prepaid, and addressed as follows:

JEFF SIMKOVIC BILLINGS LEGAL PLLC 20 NORTH 29TH STREET BILLINGS MT 59101

BILL LANE MCCLESKEY, HARRIGER, BRAZILL & GRAF LLP PO BOX 6170 LUBBOCK TX 79493-6170

The undersigned hereby certifies that true and correct copies of the foregoing document were, this day, served upon the parties or their attorneys of record by means of the State of Montana's Interdepartmental mail service and/or electronic mail service.

MARIEKE BECK, BUREAU CHIEF HUMAN RIGHTS BUREAU

TIMOTHY LITTLE DOLI LEGAL SERVICES BUREAU

DATED this day of August, 2012.

Christean.OD